

**2010 CAMP NEGOTIATIONS
CITY INITIAL PACKAGE PROPOSAL***

TERM

Term: July 1, 2010 – June 30, 2011

PAY

Effective June 27, 2010 all classifications represented by CAMP will be reduced by 5.00%. This will result in the top and bottom of the range of all classifications represented by CAMP being 5.00% lower. All employees will receive a 5.00% base pay reduction.

HEALTH INSURANCE COST SHARING

As Proposed on March 30, 2010 (City Proposal #3)

HMO PLAN DESIGN

As Proposed on March 30, 2010 (City Proposal #4)

HEALTH INSURANCE DUAL COVERAGE

As Proposed on March 30, 2010 (City Proposal #5)

HEALTH INSURANCE- HEALTH IN LIEU

As Proposed on March 30, 2010 (City Proposal #6)

SICK LEAVE PAYOUT

See Attached (City Proposal #8)

MEDICAL VERIFICATION

As Proposed on March 30, 2010 (City Proposal #9)

RETIREMENT COST MITIGATION

As Proposed on March 30, 2010 (City Proposal #10 & #11)

**DISABILITY LEAVE SUPPLEMENT and
INELIGIBILITY IF OFFER AND DECLINE OF MODIFIED DUTY**

As Proposed on March 30, 2010 (City Proposal #12 & # 13)

VACATION

As Proposed on March 30, 2010 (City Proposal #14)

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ADDITIONAL 5% TOTAL COMPENSATION REDUCTION

Additional 5% reduction (TBD)

** This proposal is submitted in an attempt to reach a settlement. In the event the proposal is not accepted, the City reserves the right to modify, amend and/or add proposals, including, but not limited to:*

- Acting Pay